UFL NEWS

A Newsletter of the University Federation of Librarians, Berkeley Campus, AFT Local 1795
Representing librarians at the University of California, Berkeley

September 1987 Editor: Lillian Castillo-Speed Volume 1 No. 3

BURNING ISSUES FOR 1987-88

Looking back on the issues brought up last year, we can see that the burning issues for this coming year are more of the same. Furthermore, they center around a fundamental concern: the professional and academic status of librarians on this campus. This can be seen in the ongoing struggle to restore parking privileges for librarians, in the slow progress made in agreeing on a monthly leave form which treats librarians as professionals, and in grievances involving a definition of a library unit in cases of layoffs. Nowhere, however, has the professional status of librarians been more seriously brought into question than with those issues, such as unwritten work rules and the holiday shutdowns, which involve work schedules. In response to these problems we hold up our banner of "Flexible Use of Time," and refer university officials to Article III, Section A of the contract between the University and the University Federation of Librarians, which provides for "...reasonable flexibility and reasonable individual discretion for librarians in the unit in the use of University time so that they may function as academic appointees of the University of California." Unfortunately, library units have differing guidelines and the University has been slow in supporting fair and uniform procedures in accordance with the terms of the contract. It looks like this burning issue will be with us for some time.

NOTE: We still have copies of our December 1986 memo on Work Schedules and the Holiday Shutdown which explains flexible use of time. Let us know if you would like one.

LOCAL 1795
AFL-CIO

OPEN FILES WORK UNDER THE CSU SYSTEM

A persuasive argument for allowing faculty to have access to their own personnel files was recently published in the Chronicle of Higher Education, July 8, 1987 on page 38. It is of interest to librarians since our peer review process is modeled on that of the faculty at the University of California. The title of the article is "It's Possible to Conduct Tenure Evaluations Openly and Not Lose Reviewers' Candor or Faculty Quality" and it was written by Christine Maitland. She is a grievance-arbitration specialist for the California Faculty Association, which is the faculty bargaining agent in the California State University System. While the lawsuit filed by six faculty members in the "Open Files" case claims that denial of access to personnel files is a violation of constitutional rights, the University of California maintains that confidentiality is absolutely necessary in order to insure impartial evaluations.

Maitland outlines the procedures followed in the CSU system where open files are a matter of course. Faculty members can see and respond to anything in their files. Any disputes over denial of tenure may be resolved through binding arbitration. In several cases documented by Maitland this procedure has brought to light undeniable evidence of errors in evaluation. Re-evaluations resulted in granting promotions to professors who would otherwise have been denied them.

If you would like more information on the "Open Files Case," which will be held in Alameda County Superior Court this October, ask us for the UC-AFT booklet, The Case for Open Files.

LAYOFFS

At the moment, the University of California has two librarians (with career status) on layoff status -- one here at Berkeley, one at UCLA. Grievances have been

(OVER)

LAYOFFS (CONT.)

filed in both cases. The case at UCLA has been appealed to arbitration. We expect the ruling (due soon) to set the precedent for future layoff cases.

Why are we all affected?

Certainly it has been confusing and dismaying to find that suddenly two librarians have been laid off. Both of these layoffs are the first librarian layoffs on their campuses. Furthermore, neither librarian had received poor evaluations. In one case the department ceased funding for the departmental librarian; in the second case the librarian's salary was paid through "soft money" that was no longer available.

Article VII of our contract outlines several methods that can be used to avoid layoffs, i.e., transfers, voluntary reductions of percentage of time worked on the part of other librarians, and attrition. The University, through its Labor Relations representatives, has maintained that all of these options are available but only in the grievant's work unit. We maintain strongly that the intent of the contract is for the layoff provisions to apply to the campus as a whole. It is important to realize that these cases set the precedent for all future layoff situations.

The University's current interpretation would in practice make the layoff protections of the contract virtually meaningless. According to the University's interpretation, any librarians laid off could be rehired only into their own units. The fact that the librarian has obtained career status, been through peer review, and holds the MLS degree would not qualify them for another like position on campus. Seniority, skills, knowledge of the campus and library system would account for very little or nothing. Yet, we all know very well that there have been on this campus numerous transfers and reassignments of librarians from one unit to another, even from dissimilar units, e.g., transfers from technical service to public service units. With adequate time and proper training these librarians are expected to and do perform at the required professional level.

We also see, in these two cases, that librarians in the small Non-General libraries and librarians paid on "soft money' are particularly vulnerable. At Berkeley, we have many librarians working for departments that could decide to stop funding their departmental libraries. Additionally, we have many librarians paid, not through the Library, but through state contracts that could suddenly dry up. In other words, many of us and our colleagues could be laid off for a variety of reasons. The Union maintains that, as valued professional librarians, the Library and the University should support us in our careers on each of the campuses as they do the faculty.

As mentioned above, the layoff case has gone to arbitration. We are confident that we have a strong case and expect a decision soon. If you have any questions or comments regarding these cases or the layoff procedures, please let us know. Members of the Local #1795 Grievance Committee would be happy to talk to you. -- S.H.

HOLIDAY SHUTDOWN--AGAIN

We have just received notice that the Berkeley campus will again schedule an energy curtailment during December 28, 29, and 30th, which are regular workdays. During these three days, as you may recall from last year, most librarians will need to plan to be away from work. The Union plans to meet with representatives from Campus Labor Relations to discuss the various time off options available to librarians. As soon as this information is available you will be informed. We hope that in this fashion we will be able to avoid the confusion caused by last year's Holiday Shutdown.

NOTE: The holidays during this time period are December 24-25, 31 and January 1.

PARKING: A LITTLE NEWS IS BETTER THAN NO NEWS

Catherine Cortelyou (Institute of Transportation Studies) is the LAUC appointment to the Campus Parking Committee and Beth Sibley (Moffitt) is the union representative for parking issues and liaison with Catherine. Besides the fact that Derek Bowles and the Campus Police Department are now in charge of parking permits we have heard no other news about the status of librarians and parking privileges on campus.

THANKS, EVELYN!

Evelyn Kiresen retired last month and we're certain that she is enjoying to the hilt finally having time to pursue all her interests and activities. However, while we are very happy for Evelyn, we miss her. Evelyn, thank you for all your many years of loyal active work on behalf of the union and librarians on campus. We certainly thank you for your capable and efficient work as our Secretary/Treasurer. Enjoy your well deserved retirement.

UC COUNCIL HIRES NEW STAFF

During this past summer the UC Council (which represents non-Senate faculty and librarians from all nine UC campuses) hired a new Executive Director: Gary Adest. The new Publications Editor is Nicole Mindel. She will coordinate publication efforts throughout the UC system and will produce the Council's newsletter, Perspectives. Both officially began their jobs on September 1.

SEE YOU IN S.F. OR L.A.

Speaking of UC Council, here are the dates and locations of the next six Council meetings:

October 3	Los Angeles
December 5	San Francisco
January 30	Los Angeles
March 12	San Francisco
May 21	Los Angeles

All are encouraged to attend and learn more about the inner workings of our union.

UFL News is produced by the Executive Committee of the University Federation of Librarians, Berkeley Campus, AFT Local 1795, a part of University Council-AFT, representing Faculty, Librarians and Academic Researchers of the University of California. Members of the Executive Committee are

President
Susana Hinojosa — **Moffitt Library**
Vice-President
Roy Ortopan — **Catalog Department**
Secretary-Treasurer
Evelyn Kiresen — **Main Library**
Members-at-Large
Ken Logan — **S/SEA Library**
Mari Miller
Lillian Castillo-Speed — **Chicano Studies Library**
Central Labor Council Representatives
Charles Shain — **Environmental Design Library**
Laurel Burley

SHE WORKS FOR US BEHIND THE SCENES

At the July 11th meeting of the UC-AFT State Council we were introduced to a friend in Sacramento we didn't know we had. Her name is Mary Bergan and she is the California Federation of Teachers Legislative Representative. She described her activities and ways in which we can help influence legislation related to UC (primarily through the budget process). She recommended that the Council begin a program which would include the establishment of a legislative committee which would evaluate bills as they are introduced and amended and would report on these bills to members, (perhaps through a news column such as this). The program would also make it possible for us to meet and get to know local legislators and invite them to our meetings. Bergan suggested that we send her the newsletters from our various locals so that she can monitor our concerns and that we eventually introduce our own legislation. The UC Council was so impressed by the possibilities that at that same meeting they decided to establish a Legislative Committee. Through this newsletter we'll report on the work of that Committee.

BE IT RESOLVED...

Speaking of the California Federation of Teachers, we should let you know of some resolutions that were passed at the 1987 Annual CFT Convention. Since as an AFT local we are part of that organization we should be aware of the state and national issues they tackle for us. The resolutions included: opposition to the Governor's budget, opposition to Contra aid ("be it further resolved that the CFT urge the Congress to appropriate the funds that would have gone to the Contras to be used for funding public education, and other social programs within the United States"), a negotiated peace in El Salvador, and opposition to mandatory drug and AIDS testing.

BALLOT BOX

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* In this issue you will find a ballot    *
* to use in voting for UFL Local 1795     *
* Executive Committee members for 1987-88 *
*     Please don't forget to vote.        *
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*           V   O   T   E                 *
*                                         *
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WRITTEN IN SAND

Here is a memo sent to Debra Harrington pointing out two unwritten work rules which violate our rights to professional flexible work schedules.
If any librarian has questions or comments regarding flexible use of time, and especially if you are experiencing difficulties in your department regarding work schedules, please contact someone on your Local Excecutive Committee.

UNIVERSITY COUNCIL - AMERICAN FEDERATION OF TEACHERS
Representing Faculty, Librarians, and Academic Researchers of the University of California

Berkeley Local 1474
Berkeley Librarians Local 1795
Davis Local 2023
Irvine Local 2226
Los Angeles Local 1990
Riverside Local 1996
San Diego Local 2034
Santa Barbara Local 2141
Santa Cruz Local 2196

September 21, 1987

Ms Debra Harrington
Campus Personnel Office
University of California
Berkeley, CA 94720

Dear Ms Harrington,

The Library has recently instituted two unwritten work rules affecting our rights to a flexible work schedule as provided by Article III, Section A, of the contract between the University and the UFL.

Specifically, librarians in the Moffitt Undergraduate Library are now apparently required to make schedule adjustments within each calendar month for extra hours worked, i.e. scheduled hours on nights and weekends. Approval for use of these hours beyond the month is apparently now required by the supervisor and the department head. Additionally, librarians in the Science Libraries have been recently informed that their regular work schedules are supposed to be either 8-5pm or 9-6pm. Both work rules violate our rights to flexible work schedules.

We herewith ask you to inform the Union in writing:

(1) Of the existence and specific provisions of each of these two work rules

(2) Of the existence and specific provisions of any other such rules affecting librarian unit members which have been promulgated

The University is required to meet and confer with the Union prior to the institution of work rules. We expect to receive the text of any work rules which affect our unit members and their working conditions.

Please let me know if you will be unable to give me the texts of these work rules within the month of September 1987, so that the Union can then plan its next actions.

Sincerely,

Susana Hinojosa
President, Local #1795

cc Miki Goral
Local #1795 Grievance Committee
Roberta Aasen
Francis St. Clair
Jeffrey Frumkin

POISON GRAPES: DON'T BUY THEM!

Our local received a free copy of the videocassette film, The Wrath of Grapes, from the United Farm Workers of America AFL-CIO (UFW). It is a 15 minute color documentary which exposes the dangers posed to workers, nearby residents and consumers by the spraying of five pesticides on grape fields. The film features Cesar Chavez and interviews with families who have been tragically affected. We are also reminded that the UFW boycott of California table grapes continues.

By the way, the UFW posted a $2.5 million deposit in Imperial County Superior Court July 3 to appeal a January 1987 court judgment against the union. The court had ruled that the UFW was responsible for nearly $1.7 million in damages to a produce grower. Rumors that the fee would "break" the 25 year-old union were thus dispelled.

Contributions to help the UFW continue its fight can be sent to:

United Farmworkers Union
P.O. Box 62, La Paz
Keene, CA 93531

The film, the Wrath of Grapes, is available for loan from the Chicano Studies Library, 104 Wheeler. For more information on the UFW ask to see current issues of the UFW's magazine, Food and Justice, also available at the Chicano Studies Library.

DO YOUR EYES HURT? IT MIGHT BE YOUR VDT!

A safetly pamphlet from the American Federation of Teachers reminds us that those of us who work with video display terminals should be aware that between 47% and 91% of all VDT workers suffer from eye strain. Eye strain can cause burning, itching, irritated eyes and sometimes blurred or double vision. It may also cause frequent headaches. Some pointers for VDT workers: have your eyes examined periodically; if possible, dim the lights in your office using lamps to illuminate papers you are working with; allow a rest break for your eyes of at least 15 minutes for every two hours spent behind your terminal; try to limit your VDT work to 4 hours per day. The union is not aware of any VDT guidelines instituted in any library units on campus. We would very much like to know if there are any at your workplace and what they are.

STILL COOL ON COORS

President Lane Kirkland has announced the end of the official AFL-CIO Coors Boycott. The boycott of Coors Beer was begun in 1977 over worker rights and union-busting. According to the August 28, 1987 issue of the Central Labor Council of Alameda County AFL-CIO Newsletter, "Key ingredients in the National's decision included the return of all strikers wishing to do so, favorable organizing terms beyond the ineffective requirements of the N.L.R.A., including an expedited election after a 30% card show determination by an impartial person and an agreement excluding obstructions possible under N.L.R.B. procedure, and finally, all future construction will be undertaken by union signatory contractors or negotiated project labor agreement."

However, the long struggle against Coors is hard for minority groups and certain locals to forget. Even Lane Kirkland, when asked if he would personally drink Coors, answered, "I only drink union beer." Obviously, Coors will not be a union beer in the near future.

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* D O N ' T F O R G E T ! *
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* BALLOTS ARE DUE OCTOBER 7TH *
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* VOTE FOR UFL EXECUTIVE COMMMITTEE *
* MEMBERS *
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TWO LIBRARIANS ARE COUNCIL OFFICERS

UC-Council statewide officers for 1987-88 will be Tom Dublin (History, UCSD), President; James Campbell (English, UCSB), Southern V.P. Roz Spafford (Writing Program, UCSC), Northern V.P.; Miki Goral (URL Reference, UCLA), Treasurer; and Bill Whitson (Moffitt Library, UCB), Secretary. Congratulations to all elected officers. We are very happy to have Bill and Miki representing us librarians.

WE'RE READY FOR YOUR GRIEVANCES

Our new 1987-88 Grievance Committee has been organized. Bill Whitson (Moffitt) and Ken Logan (South/Southeast Asia) are co-chairs and Charlie Shain (Environmental Design) is the third member. If you need counseling about possible grievance cases please contact one of these people. They will be glad to help you.

MEMBERSHIP INFORMATION

( ) I want to join the union ( ) Please send me more information

Name _____

Address _____

_____ Phone _____

Cut out this coupon! Mail it to: UFL Local 1795
S. Hinojosa
6043 Harwood
Oakland, CA 94618

Or phone: 655-7396